

ABSTRACT

This study aims to analyze and determine : (1) the influence of Transformational Leadership and Achievement Motivation to Performance, (2) the influence of Transformational Leadership and Achievement Motivation to Performance moderated by Cultural Organization. Study was conducted in Yogyakarta Tax Office in December 2012 to January 2013.

The population in this study were all employees Yogyakarta Tax Office. Sampling was conducted in the census, this is because the population is relatively small so that all employees sampled as many as 97 people. Data collection tool used was a questionnaire that had been tested validity and reliability. Data analysis tool that is used to test the hypotheses is multiple linear regression analysis.

The results found that: (1) there is a significant effect between Transformational Leadership and Achievement Motivation on Employee Performance Yogyakarta Tax Office. This shows that the better the transformational leadership and employee motivation in Yogyakarta Tax Office it will get better work performance, (2) variables moderating effects, Organizational Culture, with Transformational Leadership and Work Motivation effect on employee Job Performance Yogyakarta Tax Office. These results can be interpreted that the culture of the organization is to strengthen the influence of the variable between transformational leadership and motivation to work towards achievement of the employment.

From the results of regression test can rate coefficient of determination (R^2), obtained coefficient of determination (R^2) of 0.608 or 60.8%. This suggests that the independent variables together contributed 60.8% of the variation in job performance variables, the remaining 39.2% explained by other variables outside the model being investigated.

Based on the results of the study can be given a few suggestions: (1) The Parties Yogyakarta Tax Office should manage human resources cannot be separated from the factors that may affect job performance. In order to improve the work performance increased motivation done primarily on the needs of civil authority by giving greater autonomy and to build a more conducive workplace competition and the application of leadership styles that exist in the Yogyakarta Tax Office should further empower employees with transformational leadership style rather than transactional leadership style, (2) The Party Yogyakarta Tax Office should be able to form a good organizational culture in the employees, so that leaders are able to consider the needs of each employee to excel and grow through their actions as a supervisor or mentor.

Keywords: Transformational Leadership, Motivation, Performance, Organizational Culture.